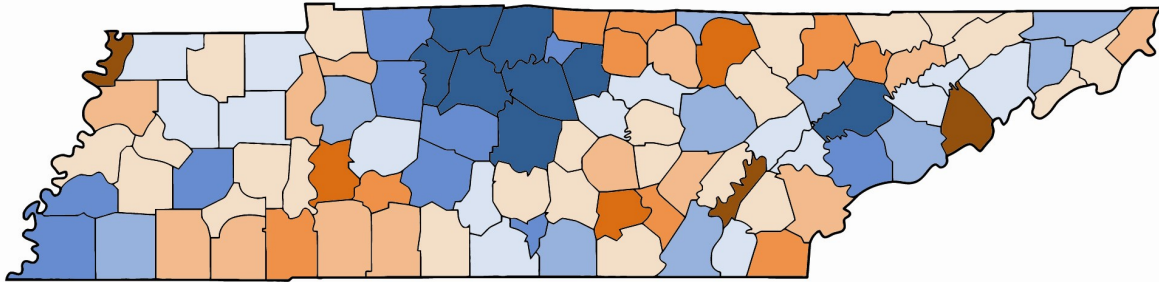


THE STATUS OF WOMEN IN TENNESSEE COUNTIES

OCTOBER 2012



**INDICATORS OF ECONOMIC STRENGTH
AND FREEDOM BY COUNTY**

A Report From The Tennessee
Economic Council on Women
Chairwoman Yvonne Wood
Executive Director Phyllis Qualls-Brooks

The Status of Women in Tennessee Counties

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The Status of Women in Tennessee Counties

The Tennessee Economic Council on Women

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The One Hundredth General Assembly created the Tennessee Economic Council on Women (TCA § 4-5-101, et seq.) to address the economic concerns and needs of women in Tennessee. These concerns and needs include, but are not limited to, employment policies and practices, educational needs and opportunities, child care, property rights, health care, domestic relations and the effect of federal and state laws on women.

The Council conducts research, holds hearings, develops recommendations and policy, educates the public, and engages in activities for the benefit of women. It is authorized to request funds from the federal government and private sources. The Council consults with and reports to the Governor, the Women's Legislative Caucus, the General Assembly and the pertinent agencies, departments, boards, commissions and other entities of State and local governments on matters pertaining to women.

Visit the Economic Council on Women at www.tennesseewomen.org

Or Call us at 615.253.4266 to learn more

Report Credits

This Report Was Commissioned by the Tennessee Economic Council on Women in 2011. It was:

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The Status of Women in Tennessee Counties

Introduction

Recession has dramatically changed Tennessee's economic landscape. This decade's crash and slow climb in employment, wages and investment returns have had a pervasive, but varied, effect on every citizen, with an interestingly unpredictable long-term impact on women as a population. Foremost among emerging trends that have been dubbed a "new normal"; women are searching for work in far greater numbers than before—many looking to replace or supplement an under-employed spouse's income. However, hiring has not recovered quickly enough to receive them into the workforce, and an increase in unemployment has echoed throughout the state, leading to more women and single mothers living in poverty, and fewer protected by health insurance.

In contrast, there is evidence that, in spite of broad trends—or perhaps because of them—women have continued to achieve greater access and equity in a variety of indicators. Women own more businesses, participate in the workforce in vastly greater numbers, and have a growing presence in management positions. What's more, women's median income has grown faster than men's and has outpaced inflation on average—resulting in a smaller wage gap between the two groups.

Clearly, this lost decade has hindered progress for men and women alike, but statistics point to it as a leveler as well. Amidst years of upheaval and hardship, Tennesseans are left with an economy that is slightly more equitable, with more female influence and a renewed opportunity to grow together with shared leadership and inspiration.

The Status of Women in Tennessee Counties

How to Use This Report

Above all else, this report was created as a tool for interested citizens, advocates and policy shapers in Tennessee to more easily access the specific experiences of women and girls in this state, and in each of its counties. It is dissected into 96 separate components: first, the statewide status report, which includes this introduction and primer, a discussion of each indicator in some detail, and finally a listing of each county's scores by indicator. Following this overarching piece, the reader will find 95 stand-alone sections, which detail the individual scores and trends exhibited by each county in Tennessee, from Anderson to Wilson. These can be read and referenced independently, but will be best understood in the context of information provided in the statewide component. *For this reason, we encourage the reader to use the statewide component of this report as a continual reference guide when considering or citing information in any of its county-specific snapshots.*

How Scores Were Developed

In 2005, thirteen indicators were identified by the Tennessee Economic Council on Women as generally accepted measures of the economic experience of females in this state. They span the gamut from wage level to employment rates, to academic achievement and teen pregnancy in an attempt to draw from some of the key factors that impact the economic experience throughout a woman's life.

To offer a nuanced perspective of that economic experience, the indicators were divided into two groups. First; the "Employment and Earnings" group measures the raw, direct impact that women have as a component of the economy as wage earners, jobseekers, employees and managers. Second; the "Economic Autonomy" group draws from the factors that influence economic health, are reflections of independent action in the market, or detail the cause and outcome of a woman's economic position in the economic strata.

Overall scores were derived from each county's relative ranking in the thirteen indicators (from 1-95), through the filter of these two groups. As is illustrated below, a county's scores for each indicator in a group were averaged to create a composite score for that group. The average was then found between the composite scores of each group, and that number was the overall score for that county. These scores were then ranked to determine the overall ranks of all 95 counties.

The Status of Women in Tennessee Counties

How to Use This Report, continued...

A Cautionary Note On Rankings and Estimates, their value and their limitations

Measuring one's status in an economic sense can be tricky. Basic needs like food, shelter and clothing seem to be simple benchmarks in concept, but even these do not have a clear universal dollar value in every state, or even in every town. Variances in costs of living that are influenced by factors like local shortages or abundances; or differences in wages or hiring practices that are the result of different labor laws all serve to obfuscate the point at which a household appears to be earning the appropriate amount to be able to afford basic staples like food. When one adds to this the myriad choices that individuals must make and the influences that bare down on them when considering their expenses, investments, and disposable spending in an ever changing world of new goods and services, inflation, and countless other variables, it becomes clear that no single dollar value or metric would be sufficient to say that a state or county has "made it" as opposed to "is struggling."

The most common, and still imperfect alternative, to the daunting effort described above is to use peers as milestones to judge growth or decline on a relative scale. This report does exactly that, and urges caution by the reader in absorbing and using these rankings, which are intended only to guide our understanding of the more complicated data that was used to create them.

It should be further acknowledged that rankings suggest winners and losers, but this report reveals that every county in the state made advances between 2000 and 2010 and every single county is also home to some population of women or girls that is worse off than it was in 2000. Moreover, each county is home to a broad spectrum of women who live all along the scales of wealth, education, employment and autonomy. In short, a rank will rarely suffice in describing a county, just as the thirteen indicators that were used to create it can only offer a lens through which to observe the much larger experience of women in Tennessee.

Lastly, the majority of data used in this report originated from estimates produced by respected sources like the United States Census Bureau. There is little doubt that these figures represent some of the most accurate information available on the topics this report discusses, but they remain estimates with margins of error, rounding and collection irregularities that should be kept in mind by the reader—particularly as they can undercut the value of relative rankings beyond their use as at-a-glance guides.

The Status of Women in Tennessee Counties

INDICATORS OF ECONOMIC STRENGTH & FREEDOM BY COUNTY

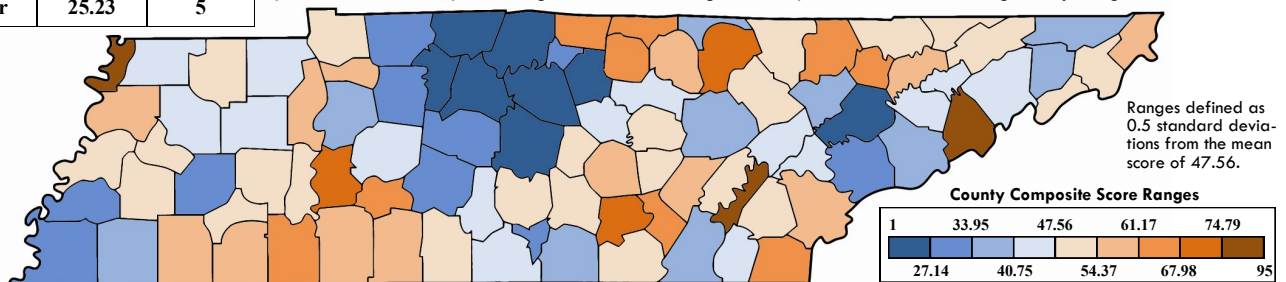
2012

BEST FIVE COUNTIES OVERALL

County	Score	Rank
Rutherford	20.46	1
Cheatham	21.98	2
Wilson	22.38	3
Davidson	22.91	4
Sumner	25.23	5

Indicators of female empowerment display a strong positive relationship with population figures by county, with women appearing to enjoy greater freedoms in metropolitan areas than in rural settings. When set away from larger cities, indicators tend to improve where access to infrastructure such as the interstate system are available, indicating further correlations to rates of public investment and the overall footprint of economic performance in the state.

Women in the leading five counties tend to have higher levels of education, health insurance coverage and median income, and are more likely than their peers to be employed, hold management positions, or be business owners themselves. However, these counties continue to show weakness in wage performance as a percentage of male earnings and slip in measures dealing with young women.



Counties in which women face the most challenges tend to struggle in nearly every indicator. One twist in that trend occurs in the wage gap category; however, this occurs primarily in areas where male median incomes are lowest, indicating that the majority of households in these counties live at or below poverty thresholds.

Another area in which struggling counties perform somewhat better is the category of women in management positions. Though these counties tend not to boast high median incomes, 11 of the top 20 counties ranked in this category come from the bottom half of the overall rankings. This includes Benton, Scott and Cannon, which are the only counties in Tennessee to report that women hold over 50 percent of all management positions. Similarly, several counties in the bottom half rank highly in female business ownership, though many of their peers rank among the worst in this category.

FIVE MOST CHALLENGING

County	Score	Rank
Fentress	70.73	91
Grundy	71.99	92
Cocke	75.23	93
Meigs	75.93	94
Lake	84.48	95

OVERALL RANKINGS OF TENNESSEE COUNTIES

County	Rank	County	Rank	County	Rank	County	Rank	County	Rank	County	Rank
Anderson	28	Crockett	64	Hamilton	19	Lauderdale	51	Morgan	46	Stewart	61
Bedford	59	Cumberland	21	Hancock	47	Lawrence	73	Obion	34	Sullivan	25
Benton	70	Davidson	4	Hardeman	76	Lewis	84	Overton	75	Sumner	5
Bledsoe	72	Decatur	67	Hardin	83	Lincoln	32	Perry	90	Tipton	18
Blount	13	DeKalb	36	Hawkins	53	Loudon	33	Pickett	26	Trousdale	12
Bradley	42	Dickson	17	Haywood	65	Macon	89	Polk	82	Unicoi	56
Campbell	88	Dyer	74	Henderson	53	Madison	14	Putnam	37	Union	87
Cannon	62	Fayette	23	Henry	43	Marion	66	Rhea	55	Van Buren	58
Carroll	39	Fentress	91	Hickman	40	Marshall	41	Roane	29	Warren	71
Carter	60	Franklin	27	Houston	79	Mauzy	15	Robertson	6	Washington	22
Cheatham	2	Gibson	30	Humphreys	20	McMinn	45	Rutherford	1	Wayne	68
Chester	52	Giles	44	Jackson	85	McNairy	77	Scott	49	Weakley	50
Claiborne	57	Grainger	78	Jefferson	31	Meigs	94	Sequatchie	86	White	48
Clay	81	Greene	35	Johnson	80	Monroe	69	Sevier	24	Williamson	9
Cocke	93	Grundy	92	Knox	7	Montgomery	11	Shelby	16	Wilson	3
Coffee	63	Hamblen	38	Lake	95	Moore	10	Smith	8		

The Status of Women in Tennessee Counties

Employment and Earnings Composite Group

The employment and earnings index includes data on women's annual earnings, the earnings gender gap, female labor force participation rate, the female unemployment rate, and the percent of management occupations held by women. These indicators tend to reflect the ways in which women directly interact with the workforce, both as contributors of labor and wage earners.

INDICATOR	2010 COUNTY STATS & SCORES			
	LOW	AVERAGE	MEDIAN	HIGH
Employment & Earnings Composite Group	11.20	47.82	48.20	85.60

Median Earnings

Median earnings, also referred to as wages or income, are defined in this report as the dollar value that separates the top half of full-time employed females ages 20-64 in the state from the bottom half, as defined by income. As shown below, the statewide median income for this population is \$31,585, which means that half of the women in this population earned less than \$31,585 in 2010, and half of this population earned more.

INDICATOR	COUNTY STATS & SCORES				COMPARISON			
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2000	USA 2010
Female Median Annual Income	\$21,434	\$28,331	\$27,645	\$47,013	\$21,366	\$31,585	\$27,194	\$36,040

The median income for women in Tennessee increased \$10,219 between 2000 and 2010. This represented a growth rate of 47.82 percent, which was significantly larger than this period's estimated inflation rate of 26 percent and outpaced the national rate.

Quick Fact: Women in metropolitan areas, particularly those near Nashville, Memphis and Knoxville, earn substantially more than their peers in other regions of the state, as measured by median income. Most notably, the average median income of women in and immediately around Davidson and Shelby Counties combine to roughly \$36,612 and \$33,301, respectively. This means that average earnings for women in these areas are between 5 and 15 percent higher than the average Tennessee woman's income, and are as much as 70 percent greater than the income of women in the counties with the lowest median incomes.

Wage Gap

The "Wage Gap", or wage disparity, refers to the difference between male and female wages at comparable earning levels. The term Wage Gap has also been popularized as a general reference to the percentage value of Female Median Income as a portion of Male Median Income in the same region, or even to the number of cents that a woman would earn versus a man's dollar. While pains have been taken to use this term in its literal meaning, this report will discuss the percentage value of female earnings as well as the literal disparity between genders.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON			
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2000	USA 2010
Wage Gap	61.18%	76.39%	75.75%	102.26%	72.00%	77.00%	73.38%	77.54%

Tennessee's wage gap grew smaller between 2000 and 2010, and female median income in the state is equal to 77 percent of male median income. This indicator improved in many counties as a result of strong female wage growth during this period relative to both male gains and inflation. Unfortunately many saw this disparity decrease because male gains trailed inflation rates when female rates did not. In this way, this indicator denotes emerging equity in pay, but it does not necessarily imply greater wealth for women or for households with both genders.

The Status of Women in Tennessee Counties

Quick Fact: Oriented around a new statewide average of 77 percent, female earnings as a percentage of male income vary greatly; from 61 percent in Grainger County to an estimated 102 percent in DeKalb. Of the highest ranked 35 counties in this category, only nine come from the top half of the overall composite rankings, suggesting that much of this adjustment is happening amidst weakening male earnings.

Female Labor Force Participation

Female Labor Force Participation, or workforce participation, is defined in this report as the percentage of women ages 20-64 who are either employed or actively searching for work. This measure does not include women who are retired, disabled or otherwise unable to work, nor does it include homemakers.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON			
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2000	USA 2010
Female Labor Force Participation	50.8%	65.4%	65.6%	79.6%	41.9%	69.8%	70.0%	72.4%

As the economic downturn has caused traditional breadwinners to earn less or even lose their jobs, women have joined the workforce in much greater numbers—perhaps to subsidize or replace a spouse's lost income. In this way, labor participation has become a mixed indicator: on one hand, providing an environment for workplace behavior and biases to shift, but also pointing to economic hardship at home. Increases in this indicator also exert upward pressure on unemployment rates.

Quick Fact: As of 2010, data indicates that between 50.8 percent and 79.6 percent of women in Tennessee are participating in the workforce, varying by county. This is a hugely significant change from census data provided for the year 2000, when the highest level of participation anywhere in the state was only 50.9 percent, in Rutherford County (now 74.4 percent).

Female Unemployment

Female unemployment is limited in this report to women ages 20-64. The reader should take note that those who are unemployed are understood to be searching for work, and as such, are also counted as part of the labor force.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON			
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2000	USA 2010
Female Unemployment	3.3%	8.8%	8.6%	16.4%	6.2%	7.9%	3.5%	6.9%

Tennessee women experienced both increases and decreases in unemployment throughout the previous decade, but were 1.7 percent less likely to be employed in 2010 than in 2000. This rate varies widely from county to county, but was only smaller in 2010 in a handful of areas.

Quick Fact: Women are more likely to be unemployed in some counties and less likely in others. Even workforce participation rates are not a clear indicator of which gender is most likely to be searching. However, nearly every county reveals a higher rate of unemployment for the specific population of women with children under the age of six. In most counties, these women are jobless at rates ranging from 10-15 percent or more. This is part of a worsening trend that puts both mothers and children at greater economic risk. In addition to contributing to distressing trends in childhood poverty, this phenomenon reinforces a previous finding by the Tennessee Economic Council on Women in its report on the "Economic Impact of Wages and Earnings for Tennessee Women," that the availability of childcare is the single greatest obstacle to women who are searching for work.

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Female Managerial Presence

This indicator is defined as the proportion of managerial positions in a county that were filled by a woman during the stated period. This figure does not indicate the percentage of women who hold managerial positions as opposed to another occupation.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON		
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2010
Female Managerial Presence	8.8%	35.0%	35.3%	59.7%	27.5%	36.0%	38.1%

Managerial positions in Tennessee were nearly ten percent more likely to be filled by a female candidate in 2010 than in 2000. While this progress in hiring policies did not appear to correspond directly to higher rates of health insurance coverage of substantial wage gains, it undoubtedly indicates that Tennessee's workplaces are slowly becoming more equitable.

Quick Fact: In 2010, all but 15 counties reported a higher percentage of women managers than they did in 2000, contributing to an increase of 8.5 percent in the state's overall figure.

Economic Autonomy Composite Group

The economic autonomy index includes information on educational attainment at the high school and college level, percentage of businesses owned by women, percentage of women living in poverty, percentage of single female-headed households with children living in poverty, percentage of women with health insurance, the teen pregnancy rate and the high school dropout rate for girls. These indicators generally describe how the economy has impacted a woman's ability to participate in the workforce as well as her level of preparedness and likelihood to achieve positive outcomes.

INDICATOR	2010 COUNTY STATS & SCORES			
	LOW	AVERAGE	MEDIAN	HIGH
Economic Autonomy Composite Group	13.63	47.31	47.38	86.75

Women-Owned Businesses

Women-owned businesses are defined in this report as privately owned businesses that are solely controlled by one or more female owners. The report discusses male and joint-owned firms as well—in the case of male-female partnerships. Sample sizes in some counties were insufficient to describe this indicator in great detail, and notes are made where margins of error are large. Additionally, the reader should note that in tables and references where male, female and joint-owned firms are able to be identified, publically traded businesses are not considered in totals. In references where that level of detail is not available, however, local totals will include public firms.

INDICATOR	2007 COUNTY STATS & SCORES				COMPARISON			
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2007	USA 2000	USA 2007
Women-Owned Businesses	13.2%	24.1%	23.6%	41.0%	21.1%	25.9%	28.3%	28.8%

While reliable figures on women-owned businesses in smaller counties can be elusive, statewide information indicates that female ownership has modestly improved. Among counties with reliable data, a trend emerges in which business owners are more likely to be women in an urban setting than in rural counties. The majority of counties in the Greater Nashville, Memphis Area, and Southeast Tennessee (Chattanooga region) Development District's are well represented in the top half of this category's ranks.

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Quick Fact: Women-Owned Businesses have a high tendency to be one-person shops. While women owned 25.9 percent of Tennessee's businesses in 2007, only 11.67 percent of those businesses employed someone other than the owner. Previous findings from the Tennessee Economic Council on Women's report on the "Economic Impact of Women-Owned Businesses in Tennessee" indicate that the availability of start-up funds continues to be a hurdle for women looking to start a business or expand an existing one.

Degree Attainment and Dropouts

These three indicators offer insight into the preparedness and capacity for achievement of girls and women in Tennessee, but also suggest how large of a priority education and female economic autonomy have been in the larger community. Diploma and degree attainment both reference populations of women age 25 or older. The reader should note, then, that recent high school and college graduates, and those who have recently attained a GED or equivalent, are not yet part of the observations contained in this report. In contrast, high school dropout figures consider only the rate at which girls dropped out of school during the 2011-2012 school year, and do not include women who dropped out in the past.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON		
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2010
Female Diploma Attainment	65.8%	78.6%	78.4%	95.3%	76.3%	83.4%	85.60%

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON		
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2010
Female Degree Attainment	6.2%	14.6%	13.0%	48.2%	18.3%	22.3%	27.3%

Tennessee women improved in all three of these indicators between 2000 and 2010. In fact, the Tennessee Higher Education Commission Fact Books from recent years have revealed that women are not only attending college in greater numbers than men, but are earning the majority of nearly every type of degree.

INDICATOR	2010 COUNTY STATS & SCORES				STATE STATS	
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010
Female Dropout Rate	0.00%	0.42%	0.37%	1.46%	7.7%	0.61%

Regarding dropout rankings, the reader should note that several changes have taken place in Tennessee Board of Education's processes for counting dropouts and its ability to record them. It is likely that the dramatic differences found between data for 2000 and 2010 are the result of a mixture of influences including fewer actual dropouts and more accurate detection.

Quick Fact: High school graduation and post-secondary degree attainment are closely related to median income figures. In nearly every case, if a county ranks in the top ten of either category, it also ranks in the top twenty of both of the others, seeming to support theories that educated individuals earn higher wages, and that families with steady income are better suited to foster strong students. Interestingly, there is little or no apparent relationship between these factors and the rate of drop outs among girls—however, dropouts are discernibly higher in counties containing urban and majority-minority school districts.

The Status of Women in Tennessee Counties

Uninsured Women

The Percent of Women Uninsured, also referenced generally as healthcare access or affordability, considers the percentage of women under age 65 who are not covered by a health insurance plan, which includes private insurance and Medicaid.

INDICATOR	2010 COUNTY STATS & SCORES				STATE STATS	
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010
Women Without Health Insurance	7.4%	15.7%	16.0%	19.1%	8.7%	15.7%

Women were nearly twice as likely to be uninsured in 2010 as in 2000, revealing that a large portion of Tennessee's population does not qualify for Medicaid and is not provided coverage through an employer, but also cannot afford private insurance or has not chosen to invest in this crucial service.

Quick Fact: The number of uninsured women in Tennessee has risen from 8.7 to 15.7 percent since 2002. This is likely attributable to job loss, benefit shrinkage and cuts or changes in public funding. Even the ten most highly ranked counties in this category have a larger uninsured population than they did in 2002. The fact that these same counties perform well in median income, education attainment and employment rates suggests that health insurance is a problem that reaches women and girls at many different levels of the economic spectrum.

Women Below Poverty Level

In 2010, a household with two people living in it needed to earn \$14,602 or less to be considered impoverished. A single woman living alone needed to earn \$11,344 or less to be living in poverty.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON		
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2010
Women in Poverty	6.1%	20.1%	19.8%	34.3%	14.6%	18.2%	15.1%

Tennessee has seen an increase in this indicator in nearly every county, with rate frequently including as many as one-fifth, one-fourth, and even one-third of all women in the county.

Quick Fact: At 18.2 percent, the rate at which women live in poverty in Tennessee has increased by 3.6 percent in the last decade. While this is the predictable result of increased unemployment, it is not the expected outcome of other trends in the state, such as higher median income, higher levels of education, higher female workforce participation or a smaller wage gap. Indeed, each of these would be expected to lead to a smaller population of women in poverty. This reveals a need to better understand the factors, other than employment, that create poverty.

The Status of Women in Tennessee Counties

Single Mothers Below Poverty Level

Households led by a single female parent in the absence of a husband were considered impoverished in 2010 if the mother had :one child and earned \$15,030; two children and earned \$17,568; three children and earned \$22,190; four children and earned \$25,625, etc.

INDICATOR	2010 COUNTY STATS & SCORES				COMPARISON		
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010	USA 2010
Single Mothers in Poverty	6.5%	46.2%	46.1%	68.8%	9.7%	43.6%	37.4%

Similar to women overall, single mothers experienced a rise in poverty between 2000 and 2010, but this population of women were much more severely affected by this trend. While some counties measured below statewide trends in 2010, the vast majority orbited the state mark closely.

Quick Fact: The population of single mothers who live in poverty has reached 43.6 percent statewide. While margins of error are larger when dealing with populations in poverty, this figure displays a negative trend over the last decade, with 2000 estimates ranging near 9.7 percent. Counties with the highest rates of single mothers in poverty tend to be either rural or densely urban, in contrast with their suburban and ex-urban peers, particularly those around Nashville. However, it is noteworthy that this trend permeated all but a small handful of counties in 2010.

Teen Pregnancy

In 2010, this indicator measured the incidence of pregnancy among Tennessee girls ages 15-19. It should be noted by the reader that rates from 2000 included a broader range: ages 10-19. While this group was larger, it also included much younger girls. As a result, the ratio of pregnant teens in 2010's rankings is likely to be larger due, in part, to a change in definition, not necessarily a change in local occurrences.

INDICATOR	2010 COUNTY STATS & SCORES				STATE STATS	
	LOW	AVERAGE	MEDIAN	HIGH	TN 2000	TN 2010
Teen Pregnancy Rate	0	36.6	32	234	28.7*	37

Detection of teen pregnancies is likely to be difficult due to social and privacy concerns, and margins of error are high in this indicator.

County	Overall Scores and Rankings		Employment and Earnings Composite		Economic Autonomy Composite	
	Score	Rank	Score	Rank	Score	Rank
Rutherford	20.46	1	20.80	2	20.13	4
Cheatham	21.98	2	21.20	3	22.75	6
Wilson	22.38	3	27.00	7	17.75	3
Davidson	22.91	4	11.20	1	34.63	22
Sumner	25.23	5	34.20	19	16.25	2
Robertson	26.10	6	25.20	5	27.00	11
Knox	26.34	7	27.80	8	24.88	7
Smith	26.60	8	21.20	3	32.00	15
Williamson	27.81	9	42.00	35	13.63	1
Moore	27.94	10	34.00	18	21.88	5
Montgomery	29.30	11	33.60	17	25.00	9
Trousdale	29.55	12	32.60	13	26.50	10
Blount	30.84	13	36.80	25	24.88	7
Madison	31.35	14	31.20	11	31.50	14
Maury	32.26	15	33.40	16	31.13	13
Shelby	33.20	16	28.40	9	38.00	27
Dickson	33.74	17	25.60	6	41.88	31
Tipton	33.76	18	34.40	20	33.13	18
Hamilton	33.99	19	32.60	13	35.38	23
Humphreys	34.90	20	41.80	34	28.00	12
Cumberland	35.29	21	31.20	11	39.38	28
Washington	35.48	22	38.20	27	32.75	17
Fayette	35.99	23	36.60	24	35.38	23
Sevier	36.91	24	29.20	10	44.63	43
Sullivan	37.49	25	38.60	28	36.38	23
Pickett	37.61	26	34.60	21	40.63	29
Franklin	38.50	27	45.00	41	32.00	15
Anderson	40.51	28	44.40	40	36.63	26
Roane	41.26	29	49.40	51	33.13	18
Gibson	41.36	30	40.60	30	42.13	34
Jefferson	41.58	31	35.40	22	47.75	50
Lincoln	42.04	32	33.20	15	50.88	59
Loudon	42.36	33	51.60	59	33.13	18
Obion	42.44	34	42.00	35	42.88	37
Greene	43.05	35	43.60	38	42.50	36
DeKalb	43.06	36	41.00	31	45.13	45
Putnam	43.71	37	43.80	39	43.63	41
Hamblen	44.35	38	41.20	32	47.50	49
Carroll	44.85	39	46.20	44	43.50	40
Hickman	45.18	40	41.60	33	48.75	51
Marshall	45.87	41	50.00	53	42.00	32
Bradley	46.00	42	49.00	49	43.75	42
Henry	46.38	43	50.60	55	41.14	30
Giles	47.84	44	50.80	56	44.88	44
McMinn	47.99	45	37.60	26	58.38	75
Morgan	48.60	46	50.20	54	47.00	47
Hancock	48.76	47	45.80	43	51.71	60
White	49.09	48	50.80	56	47.38	48

OVERALL & COMPOSITE SCORES

County	Overall Scores and Rankings		Employment and Earnings Composite		Economic Autonomy Composite	
	Score	Rank	Score	Rank	Score	Rank
Scott	50.40	49	35.80	23	65.00	82
Weakley	50.50	50	59.00	75	42.00	32
Lauderdale	50.96	51	51.80	61	50.13	54
Chester	51.13	52	59.00	75	43.25	39
Hawkins	51.29	53	60.20	78	42.38	35
Henderson	51.29	53	49.20	50	53.38	62
Rhea	51.40	55	53.80	65	49.00	52
Unicoi	51.50	56	53.00	63	50.00	53
Claiborne	51.53	57	46.80	45	56.25	71
Van Buren	51.73	58	39.20	29	64.25	81
Bedford	51.86	59	42.60	37	61.13	79
Carter	51.96	60	47.80	47	56.13	70
Stewart	52.00	61	70.00	88	34.00	21
Cannon	52.18	62	49.60	52	54.75	66
Coffee	52.35	63	52.20	62	52.50	61
Crockett	52.56	64	51.00	58	54.13	64
Haywood	52.69	65	45.00	41	60.38	78
Marion	52.96	66	55.80	69	50.13	54
Decatur	53.00	67	47.00	46	59.00	77
Wayne	54.84	68	66.80	85	42.88	37
Monroe	55.05	69	51.60	59	58.50	76
Benton	55.11	70	53.80	65	56.43	72
Warren	55.14	71	54.40	67	55.88	68
Bledsoe	55.30	72	53.60	64	57.00	73
Lawrence	55.56	73	65.00	82	46.13	46
Dyer	56.20	74	57.40	72	55.00	67
Overton	56.86	75	56.60	71	57.13	74
Hardeman	57.34	76	58.80	74	55.88	68
McNairy	58.13	77	66.00	84	50.25	57
Grainger	58.71	78	63.80	81	53.63	63
Houston	58.78	79	66.80	85	50.75	58
Johnson	60.16	80	48.20	48	72.13	88
Clay	61.40	81	55.80	69	67.00	84
Polk	63.36	82	76.60	93	50.13	54
Hardin	63.46	83	65.80	83	61.13	79
Lewis	65.31	84	76.00	92	54.63	65
Jackson	65.91	85	55.20	68	76.63	93
Sequatchie	65.98	86	58.20	73	73.75	90
Union	66.48	87	59.20	77	73.75	90
Campbell	67.11	88	60.60	79	73.63	89
Macon	67.76	89	66.80	85	68.71	86
Perry	68.81	90	70.00	88	67.63	85
Fentress	70.73	91	63.20	80	78.25	94
Grundy	71.99	92	74.60	91	69.38	87
Cocke	75.23	93	74.20	90	76.25	92
Meigs	75.93	94	85.60	95	66.25	83
Lake	84.48	95	82.20	94	86.75	95

EMPLOYMENT & EARNINGS

County	Employment and Earnings Composite		Median Annual Earnings for Full Time Employed Females*		Wage Gap (Female Earnings as a Percentage of Male Earnings)		Female Labor Force Participation Rate (Ages 20-64)		Female Unemployment Rate (Ages 20-64)		Percent of Management Occupations Held by Women	
	Score	Rank	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Anderson	44.40	40	\$32,382	11	71.36%	73	63.3%	63	7.3%	29	35.4%	46
Bedford	42.60	37	\$30,521	22	91.67%	4	66.3%	42	12.7%	87	33.8%	58
Benton	53.80	65	\$26,257	70	70.89%	74	64.1%	58	10.2%	66	59.7%	1
Bledsoe	53.60	64	\$22,495	92	80.22%	22	58.3%	83	8.8%	54	40.3%	17
Blount	36.80	25	\$30,844	20	73.25%	63	71.2%	17	6.5%	18	32.5%	66
Bradley	49.00	49	\$28,585	39	75.75%	48	67.6%	38	8.6%	48	30.3%	72
Campbell	60.60	79	\$26,511	65	78.29%	35	54.1%	94	7.6%	38	30.4%	71
Cannon	49.60	52	\$26,006	72	71.91%	71	62.2%	71	7.4%	31	51.3%	3
Carroll	46.20	44	\$27,652	47	70.15%	78	68.8%	27	8.1%	43	37.1%	36
Carter	47.80	47	\$27,100	54	84.02%	14	63.6%	60	9.4%	62	35.1%	49
Cheatham	21.20	3	\$34,659	6	77.76%	40	72.4%	9	5.8%	11	36.5%	40
Chester	59.00	75	\$26,388	68	78.54%	33	68.3%	30	10.3%	70	18.1%	94
Claiborne	46.80	45	\$25,701	77	86.34%	10	57.5%	87	8.0%	41	40.0%	19
Clay	55.80	69	\$29,491	28	96.56%	2	56.4%	90	12.6%	85	29.6%	74
Cocke	74.20	90	\$24,488	87	76.16%	45	60.6%	77	10.8%	74	24.9%	88
Coffee	52.20	62	\$28,106	41	69.05%	82	65.7%	47	10.2%	66	38.6%	25
Crockett	51.00	58	\$26,835	59	70.62%	75	71.7%	12	7.4%	31	28.9%	78
Cumberland	31.20	11	\$28,602	38	85.46%	12	64.0%	59	6.4%	17	38.0%	30
Davidson	11.20	1	\$35,436	4	87.10%	8	75.0%	2	7.2%	28	41.1%	14
Decatur	47.00	46	\$29,426	31	93.84%	3	64.4%	56	16.4%	95	34.8%	50
DeKalb	41.00	31	\$32,283	12	102.26%	1	63.5%	62	9.0%	57	29.7%	73
Dickson	25.60	6	\$31,288	17	81.64%	18	69.6%	22	6.5%	18	34.7%	53
Dyer	57.40	72	\$27,686	46	75.70%	49	65.0%	53	8.6%	48	21.8%	91
Fayette	36.60	24	\$33,237	9	66.39%	86	72.9%	7	9.3%	60	39.8%	21
Fentress	63.20	80	\$25,025	83	80.83%	21	58.8%	81	8.6%	48	27.3%	83
Franklin	45.00	41	\$28,947	35	72.45%	68	65.6%	48	8.7%	52	39.5%	22
Gibson	40.60	30	\$26,701	60	69.97%	80	71.3%	16	8.0%	41	46.0%	6
Giles	50.80	56	\$28,889	36	80.16%	24	66.2%	44	11.7%	82	32.1%	68
Grainger	63.80	81	\$21,434	95	61.18%	95	62.4%	70	8.8%	54	47.9%	5
Greene	43.60	38	\$26,314	69	77.85%	38	65.4%	50	8.3%	45	40.5%	16
Grundy	74.60	91	\$22,062	94	64.34%	90	54.8%	93	4.9%	4	21.4%	92
Hamblen	41.20	32	\$27,094	55	74.92%	53	66.3%	42	7.1%	26	38.0%	30
Hamilton	32.60	13	\$31,960	14	73.39%	62	73.4%	6	7.4%	31	34.8%	50
Hancock	45.80	43	\$27,635	49	78.87%	31	50.8%	95	8.4%	46	42.5%	8
Hardeman	58.80	74	\$26,879	58	79.07%	29	65.6%	48	11.5%	80	28.0%	79
Hardin	65.80	83	\$25,341	80	70.50%	76	59.6%	79	11.6%	81	41.4%	13
Hawkins	60.20	78	\$26,465	66	74.54%	57	62.7%	69	9.2%	59	34.8%	50
Haywood	45.00	41	\$29,656	27	87.44%	7	71.7%	12	13.7%	92	25.3%	87
Henderson	49.20	50	\$29,248	33	79.19%	28	66.6%	41	13.3%	91	34.7%	53
Henry	50.60	55	\$26,038	71	75.29%	51	69.2%	24	10.2%	66	36.2%	41
Hickman	41.60	33	\$27,415	51	77.77%	39	68.0%	34	5.1%	5	28.0%	79
Houston	66.80	85	\$24,277	89	70.22%	77	58.0%	85	10.4%	72	41.5%	11
Humphreys	41.80	34	\$27,190	53	66.84%	84	65.9%	45	5.5%	9	40.2%	18
Jackson	55.20	68	\$26,639	62	84.46%	13	57.0%	89	7.0%	23	24.7%	89
Jefferson	35.40	22	\$29,443	29	79.04%	30	66.7%	39	8.5%	47	37.9%	32
Johnson	48.20	48	\$25,510	78	90.07%	6	62.8%	68	11.4%	78	41.5%	11
Knox	27.80	8	\$33,471	8	74.69%	54	71.4%	15	5.2%	6	34.2%	56
Lake	82.20	94	\$24,409	88	73.57%	61	58.2%	84	11.8%	83	8.8%	95

THE STATUS OF WOMEN IN TENNESSEE COUNTIES: EMPLOYMENT AND EARNINGS

County	EMPLOYMENT & EARNINGS											
	Employment and Earnings Composite		Median Annual Earnings for Full Time Employed Females*		Wage Gap (Female Earnings as a Percentage of Male Earnings)		Female Labor Force Participation Rate (Ages 20-64)		Female Unemployment Rate (Ages 20-64)		Percent of Management Occupations Held by Women	
	Score	Rank	Dollars	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Lauderdale	51.80	61	\$25,980	73	76.00%	46	65.9%	45	12.6%	85	41.7%	10
Lawrence	65.00	82	\$24,724	86	71.69%	72	65.4%	50	8.7%	52	32.7%	65
Lewis	76.00	92	\$24,175	90	64.18%	92	68.4%	28	12.9%	89	27.5%	81
Lincoln	33.20	15	\$30,030	23	78.18%	36	70.1%	20	7.4%	31	34.2%	56
Loudon	51.60	59	\$29,441	30	66.74%	85	68.1%	33	8.6%	48	33.5%	62
Macon	66.80	85	\$25,369	79	78.11%	37	63.6%	60	11.3%	76	27.4%	82
Madison	31.20	11	\$31,156	19	77.52%	42	72.6%	8	10.7%	73	41.1%	14
Marion	55.80	69	\$28,682	37	68.99%	83	62.0%	73	7.6%	38	35.3%	48
Marshall	50.00	53	\$27,557	50	72.93%	66	68.4%	28	9.5%	63	35.8%	43
Maury	33.40	16	\$29,842	25	72.25%	69	72.0%	10	7.4%	31	37.9%	32
McMinn	37.60	26	\$31,342	16	81.49%	20	62.2%	71	9.1%	58	39.3%	23
McNairy	66.00	84	\$25,840	75	72.91%	67	61.6%	74	11.3%	76	36.7%	38
Meigs	85.60	95	\$25,238	81	64.03%	93	56.2%	91	14.7%	93	31.3%	70
Monroe	51.60	59	\$27,275	52	78.46%	34	63.3%	63	10.3%	70	36.6%	39
Montgomery	33.60	17	\$31,910	15	75.98%	47	68.3%	30	8.9%	56	39.9%	20
Moore	34.00	18	\$27,645	48	65.83%	88	79.6%	1	7.1%	26	45.7%	7
Morgan	50.20	54	\$27,688	45	74.57%	56	61.0%	76	7.3%	29	35.6%	45
Obion	42.00	35	\$26,435	67	69.28%	81	69.4%	23	7.4%	31	42.5%	8
Overton	56.60	71	\$26,601	63	79.40%	27	62.9%	66	7.5%	37	22.2%	90
Perry	70.00	88	\$23,767	91	79.57%	26	57.3%	88	12.7%	87	33.8%	58
Pickett	34.60	21	\$22,222	93	82.90%	15	67.7%	36	3.3%	1	38.3%	28
Polk	76.60	93	\$25,886	74	72.20%	70	57.7%	86	12.5%	84	31.8%	69
Putnam	43.80	39	\$28,092	42	80.20%	23	63.3%	63	6.1%	15	29.4%	76
Rhea	53.80	65	\$27,904	44	85.58%	11	64.3%	57	13.1%	90	32.4%	67
Roane	49.40	51	\$28,199	40	65.95%	87	64.6%	55	6.9%	22	35.8%	43
Robertson	25.20	5	\$32,061	13	77.46%	44	70.7%	19	6.8%	21	38.1%	29
Rutherford	20.80	2	\$35,437	3	81.83%	17	74.4%	4	8.1%	43	36.8%	37
Scott	35.80	23	\$29,105	34	90.36%	4	61.2%	75	9.8%	64	58.8%	2
Sequatchie	58.20	73	\$29,302	32	87.01%	9	58.6%	82	10.9%	75	20.1%	93
Sevier	29.20	10	\$26,532	64	77.71%	41	74.5%	3	6.0%	12	38.5%	26
Shelby	28.40	9	\$33,965	7	77.49%	43	74.0%	5	9.3%	60	38.4%	27
Smith	21.20	3	\$31,225	18	82.44%	16	69.2%	24	6.3%	16	37.9%	32
Stewart	70.00	88	\$28,005	43	65.55%	89	59.9%	78	14.8%	94	35.4%	46
Sullivan	38.60	28	\$29,918	24	73.13%	65	66.7%	39	7.0%	23	36.0%	42
Sumner	34.20	19	\$35,256	5	75.65%	50	71.7%	12	7.8%	40	32.8%	64
Tipton	34.40	20	\$32,702	10	74.57%	55	71.1%	18	10.0%	65	39.1%	24
Trousdale	32.60	13	\$29,736	26	70.08%	79	69.9%	21	3.5%	2	37.8%	35
Unicoi	53.00	63	\$26,671	61	64.19%	91	68.2%	32	5.2%	6	29.5%	75
Union	59.20	77	\$25,761	76	74.39%	58	55.6%	92	5.7%	10	33.6%	60
Van Buren	39.20	29	\$24,940	84	81.61%	19	62.9%	66	7.0%	23	49.4%	4
Warren	54.40	67	\$27,023	56	73.20%	64	59.4%	80	6.0%	12	33.6%	60
Washington	38.20	27	\$30,613	21	73.85%	60	67.9%	35	6.0%	12	33.1%	63
Wayne	66.80	85	\$24,773	85	78.59%	32	64.7%	54	11.4%	78	26.3%	85
Weakley	59.00	75	\$26,928	57	75.26%	52	67.7%	36	10.2%	66	27.2%	84
White	50.80	56	\$25,082	82	79.73%	25	65.4%	50	6.6%	20	29.2%	77
Williamson	42.00	35	\$47,013	1	62.47%	94	68.9%	26	4.2%	3	26.0%	86
Wilson	27.00	7	\$36,419	2	73.88%	59	71.9%	11	5.3%	8	34.3%	55
Tennessee			\$31,585		77.00%		69.8%		7.9%		36.0%	
<i>2005 Report</i>			<i>\$21,366</i>		<i>72.00%</i>		<i>41.9%</i>		<i>6.2%</i>		<i>27.5%</i>	

THE STATUS OF WOMEN IN TENNESSEE COUNTIES: ECONOMIC AUTONOMY

County	Economic Autonomy Composite		Women-Owned Businesses Per- cent of Total		Percent of Fe- males with 4- Year Degree or More		Percent of Fe- males with High School Diploma or Equivalent		Female High School Dropout Rate		Percent of Women Unin- sured (65 and under)		Percent of Fe- males Below Poverty Level		Percent of Fe- male-Headed Households with Children in Poverty*		Rate of Preg- nancy for Girls Age 15-19 per 1000*	
	Score	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Rate	Rank
Anderson	36.63	26	20.9%	70	20.5%	13	83.0%	20	0.22%	21	12.8%	5	18.3%	33	49.4%	60	50	71
Bedford	61.13	79	20.6%	71	12.8%	52	75.6%	70	0.37%	46	19.1%	94	22.4%	68	46.1%	48	28	40
Benton	56.43	72	22.1%	†	10.5%	72	76.6%	58	0.38%	50	17.2%	72	18.9%	38	54.5%	71	19	34
Bledsoe	57	73	23.4%	47	12.7%	54	78.3%	50	0.60%	73	17.3%	75	23.8%	75	58.9%	81	0	1
Blount	24.88	7	25.7%	30	19.5%	14	85.4%	11	0.35%	42	13.4%	9	12.6%	6	42.5%	34	41	53
Bradley	43.75	42	22.6%	59	17.7%	21	80.2%	34	0.53%	67	16.0%	48	16.1%	19	40.3%	25	57	77
Campbell	73.63	89	16.2%	87	9.4%	85	70.2%	90	0.26%	27	17.0%	66	24.9%	79	57.3%	77	60	78
Cannon	54.75	66	14.6%	91†	12.3%	57	79.1%	44	0.71%	85	16.3%	58	16.1%	19	37.9%	17	48	67
Carroll	43.50	40	24.5%	38	15.9%	24	78.3%	50	0.24%	24	15.6%	42	19.7%	47	46.0%	47	55	76
Carter	56.13	70	16.2%	87	15.6%	26	79.9%	38	0.26%	27	16.8%	64	25.2%	81	59.3%	83	31	43
Cheatam	22.75	6	32.1%	7	19.2%	16	83.3%	18	0.37%	46	14.2%	19	9.8%	3	26.6%	6	48	67
Chester	43.25	39	17.5%	85	13.0%	48	77.3%	55	0.16%	14	15.0%	31	15.7%	17	29.0%	7	82	89
Claiborne	56.25	71	29.9%	10	12.6%	56	70.8%	87	0.61%	74	17.1%	70	20.9%	60	39.6%	23	49	70
Clay	67.00	84	na	†	13.0%	48	70.4%	88	0.00%	1	18.8%	92	21.7%	66	65.8%	91	65	83
Cocke	76.25	92	31.2%	8†	7.8%	91	73.3%	80	0.92%	90	17.6%	82	29.3%	91	60.2%	86	64	82
Coffee	52.50	61	21.1%	67†	18.1%	19	80.7%	31	0.62%	75	15.0%	31	20.1%	50	49.1%	58	82	89
Crockett	54.13	64	18.5%	81	12.3%	57	76.3%	63	0.24%	24	18.5%	89	21.0%	61	42.8%	37	10	21
Cumberland	39.38	28	23.4%	47	13.9%	39	79.8%	39	0.31%	37	17.1%	70	16.7%	23	41.9%	32	17	28
Davidson	34.63	22	26.8%	23	34.0%	2	85.9%	7	1.46%	95	15.1%	34	19.0%	40	42.1%	33	31	43
Decatur	59.00	77	32.2%	6†	10.2%	77	73.6%	77	0.40%	53	17.6%	82	25.6%	82	67.7%	94	0	1
DeKalb	45.13	45	24.2%	42	13.5%	42	70.3%	89	0.15%	13	17.4%	76	20.7%	57	43.6%	41	0	1
Dickson	41.88	31	20.6%	71	16.8%	22	83.0%	20	0.62%	75	15.3%	35	16.4%	21	34.1%	12	62	79
Dyer	55.00	67	24.4%	40	14.0%	38	77.3%	55	0.45%	62	14.8%	28	22.5%	70	55.0%	72	54	75
Fayette	35.38	23	23.0%	52	19.4%	15	84.1%	15	0.62%	75	14.1%	16	14.8%	14	40.3%	25	50	71
Fentress	78.25	94	20.3%	76	9.9%	79	75.3%	74	0.65%	79	17.4%	76	27.5%	86	57.3%	77	62	79
Franklin	32.00	15	26.9%	21	15.3%	28	81.3%	27	0.52%	65	14.2%	19	14.5%	12	38.2%	19	46	65
Gibson	42.13	34	24.4%	40	14.9%	31	79.6%	41	0.57%	70	14.3%	22	20.5%	55	51.5%	65	5	13
Giles	44.88	44	28.9%	14†	13.3%	46	79.3%	43	0.54%	69	15.4%	38	18.1%	30	47.6%	53	47	66
Granger	53.63	63	26.5%	26†	6.7%	94	71.0%	86	0.18%	16	18.1%	86	21.0%	61	43.1%	38	11	22
Greene	42.50	36	23.4%	47	14.1%	37	77.9%	53	0.09%	8	15.6%	42	20.8%	58	47.3%	50	32	45
Grundy	69.38	87	32.3%	5	9.7%	82	68.9%	94	0.29%	32	17.2%	72	32.3%	94	61.6%	89	77	87
Hamblen	47.50	49	21.0%	68	15.3%	28	79.1%	44	0.29%	34	16.1%	52	20.2%	52	46.2%	49	41	53

ECONOMIC AUTONOMY

THE STATUS OF WOMEN IN TENNESSEE COUNTIES: ECONOMIC AUTONOMY

County		Economic Autonomy Composite		Women-Owned Businesses Per- cent of Total		Percent of Fe- males with 4- Year Degree or More		Percent of Fe- males with High School Diploma or Equivalent		Female High School Dropout Rate		Percent of Women Unin- sured (65 and under)		Percent of Fe- males Below Poverty Level		Percent of Fe- male-Headed Households with Children in Poverty*		Rate of Preg- nancy for Girls Age 15-19 per 1000*	
		Score	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Rate	Rank
Hamilton		35.38	23	24.6%	37	25.1%	7	85.8%	9	1.44%	94	13.7%	14	16.0%	18	44.3%	42	45	62
Hancock		51.71	60	na	‡	6.8%	93	65.8%	95	0.22%	21	16.0%	48	31.2%	93	32.4%	11	0	1
Hardeman		55.88	68	26.8%	23	12.2%	59	76.4%	62	0.67%	80	15.6%	42	23.0%	72	47.4%	52	42	57
Hardin		61.13	79	26.8%	23	10.0%	78	73.6%	77	0.83%	88	16.1%	52	22.6%	71	59.0%	82	8	18
Hawkins		42.38	35	24.5%	38	13.4%	44	80.8%	29	0.41%	54	14.3%	22	19.6%	45	52.9%	68	26	39
Haywood		60.38	78	22.9%	54	15.6%	26	76.3%	63	0.67%	80	16.6%	61	28.2%	87	52.2%	67	32	45
Henderson		53.38	62	23.1%	51	11.6%	64	80.1%	37	0.28%	30	15.3%	35	19.5%	43	55.3%	73	102	94
Henry		41.14	30	22.9%	‡	13.6%	40	82.9%	22	0.43%	61	16.2%	56	17.6%	27	48.5%	56	16	26
Hickman		48.75	51	25.5%	32	10.4%	74	78.4%	48	0.29%	35	16.5%	60	17.4%	26	39.8%	24	89	91
Houston		50.75	58	17.8%	84	8.8%	88	81.6%	25	0.16%	14	16.6%	61	21.8%	67	52.1%	66	0	1
Humphreys		28.00	12	32.6%	4‡	12.9%	50	80.7%	31	0.34%	39	15.3%	35	13.1%	7	26.5%	5	41	53
Jackson		76.63	93	22.4%	61	9.2%	87	70.2%	90	0.41%	54	17.7%	84	22.4%	68	59.9%	85	69	84
Jefferson		47.75	50	20.0%	79	13.3%	46	78.8%	46	0.47%	63	16.0%	48	18.4%	35	45.5%	46	9	19
Johnson		72.13	88	16.2%	87	11.2%	67	69.7%	93	0.29%	32	18.6%	90	26.6%	84	59.8%	84	28	40
Knox		24.88	7	25.6%	31	31.6%	3	88.0%	5	0.57%	70	11.9%	2	15.1%	15	42.7%	36	22	37
Lake		86.75	95	13.2%	92	8.3%	89	70.1%	92	0.52%	65	17.4%	76	34.3%	95	61.8%	90	234	95
Lauderdale		50.13	54	28.9%	14	11.9%	60	75.4%	72	0.18%	16	15.4%	38	26.8%	85	60.9%	88	17	28
Lawrence		46.13	46	22.2%	62	10.5%	72	76.3%	63	0.29%	33	16.9%	65	19.5%	43	38.0%	18	5	13
Lewis		54.63	65	20.5%	73‡	11.2%	67	76.6%	58	0.68%	82	17.0%	66	19.6%	45	45.2%	45	0	1
Lincoln		50.88	59	18.4%	82‡	14.6%	33	80.2%	34	0.50%	64	14.8%	28	17.6%	27	57.7%	80	43	59
Loudon		33.13	18	23.4%	47	18.9%	17	85.3%	12	0.41%	54	13.2%	8	13.9%	9	40.7%	27	89	91
Macon		68.71	86	na	‡	9.3%	86	73.4%	79	0.96%	93	18.2%	88	26.1%	83	44.9%	44	9	19
Madison		31.50	14	27.3%	19	24.1%	8	85.5%	10	0.82%	86	13.4%	9	21.0%	61	42.5%	34	42	57
Marion		50.13	54	25.9%	29‡	12.8%	52	75.7%	69	0.68%	82	16.1%	52	19.8%	48	41.6%	29	23	38
Marshall		42.00	32	25.0%	36	11.9%	60	80.8%	29	0.41%	54	14.9%	30	18.7%	36	48.2%	55	18	31
Maury		31.13	13	22.8%	58	16.0%	23	83.9%	16	0.69%	84	14.5%	26	14.0%	10	35.4%	14	69	84
McMinn		58.38	75	20.5%	73	13.5%	42	78.2%	52	0.42%	60	15.0%	31	19.4%	42	55.5%	75	43	59
McNairy		50.25	57	34.7%	3	10.8%	69	76.7%	57	0.20%	18	15.8%	47	21.4%	64	48.1%	54	11	22
Meigs		66.25	83	16.3%	86‡	9.8%	80	72.0%	84	0.12%	9	15.5%	41	30.0%	92	60.7%	87	36	51
Monroe		58.50	76	22.9%	54‡	10.4%	74	75.3%	74	0.20%	18	17.4%	76	20.5%	55	41.6%	29	81	88
Montgomery		25.00	9	29.5%	11	22.1%	10	89.6%	2	0.42%	59	13.6%	12	17.3%	25	41.3%	28	41	53
Moore		21.88	5	23.8%	44	13.6%	40	81.6%	25	0.22%	21	13.5%	11	16.8%	24	31.4%	9	0	1

ECONOMIC AUTONOMY

THE STATUS OF WOMEN IN TENNESSEE COUNTIES: ECONOMIC AUTONOMY

County	Economic Autonomy Composite		Women-Owned Businesses Per- cent of Total		Percent of Fe- males with 4- Year Degree or More		Percent of Fe- males with High School Diploma or Equivalent		Female High School Dropout Rate		Percent of Women Unin- sured (65 and under)		Percent of Fe- males Below Poverty Level		Percent of Fe- male-Headed Households with Children in Poverty*		Rate of Preg- nancy for Girls Age 15-19 per 1000*	
	Score	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Rate	Rank
Morgan	47.00	47	39.1%	2	7.3%	92	79.4%	42	0.13%	10	16.1%	52	20.8%	58	43.4%	39	63	81
Obion	42.88	37	20.2%	77	12.7%	54	80.9%	28	0.82%	86	14.4%	24	18.0%	29	35.4%	14	18	31
Overton	57.13	74	22.9%	54	9.8%	80	71.1%	85	0.39%	52	15.7%	46	18.9%	38	37.0%	16	71	86
Perry	67.63	85	18.4%	82†	8.1%	90	75.9%	66	0.37%	46	17.2%	72	29.1%	89	68.8%	95	0	1
Pickett	40.63	29	41.0%	1	12.9%	50	75.6%	70	0.00%	1	19.1%	94	18.3%	33	14.2%	2	52	74
Polk	50.13	54	25.5%	32	9.7%	82	72.7%	83	0.00%	1	17.0%	66	23.5%	74	49.7%	62	0	1
Putnam	43.63	41	28.7%	16	21.0%	11	79.8%	39	0.41%	54	17.0%	66	24.4%	78	48.7%	57	17	28
Rhea	49.00	52	27.6%	17†	11.5%	65	75.9%	66	0.35%	42	16.2%	56	20.1%	50	54.3%	70	16	26
Roane	33.13	18	29.2%	13	15.7%	25	80.4%	33	0.53%	67	13.0%	6	15.1%	15	49.6%	61	32	45
Robertson	27.00	11	26.4%	28	15.3%	28	83.9%	16	0.31%	37	13.6%	12	13.8%	8	38.3%	20	48	67
Rutherford	20.13	4	25.3%	34	26.0%	6	88.6%	4	0.35%	42	12.2%	4	14.1%	11	31.0%	8	37	52
Scott	65.00	82	27.5%	18	9.6%	84	73.1%	82	0.36%	45	16.4%	59	29.2%	90	67.6%	93	34	49
Sequatchie	73.75	90	15.7%	90†	14.9%	31	76.6%	58	0.95%	92	16.6%	61	23.4%	73	66.3%	92	98	93
Sevier	44.63	43	21.8%	64	14.3%	35	83.1%	19	0.64%	78	18.9%	93	14.7%	13	39.5%	21	19	34
Shelby	38.00	27	30.8%	9	27.6%	4	85.9%	7	0.92%	90	14.2%	19	21.5%	65	43.4%	39	50	71
Smith	32.00	15	25.3%	34†	14.6%	33	80.2%	34	0.14%	11	14.6%	27	20.2%	52	50.7%	64	0	1
Stewart	34.00	21	20.4%	†	11.7%	63	78.5%	47	0.00%	1	14.1%	16	20.4%	54	39.5%	21	20	36
Sullivan	36.38	23	23.0%	52	18.7%	18	82.9%	22	0.37%	46	13.8%	15	18.1%	30	50.3%	63	32	45
Sumner	16.25	2	24.2%	42	21.0%	11	86.5%	6	0.28%	31	13.0%	6	11.6%	4	35.0%	13	7	17
Tipton	33.13	18	26.9%	21	14.2%	36	82.3%	24	0.04%	7	14.1%	16	19.2%	41	49.1%	58	45	62
Trousdale	26.50	10	29.3%	12	13.4%	44	75.4%	72	0.00%	1	17.4%	76	11.8%	5	6.5%	1	0	1
Unicoi	50.00	53	20.0%	79†	11.8%	62	74.8%	76	0.34%	39	14.4%	24	18.1%	30	41.8%	31	43	59
Union	73.75	90	20.1%	78	6.2%	95	73.2%	81	0.59%	72	18.6%	90	23.9%	76	55.7%	76	11	22
Van Buren	64.25	81	23.7%	46	10.7%	70	78.4%	48	0.87%	89	17.5%	81	28.8%	88	44.6%	43	34	49
Warren	55.88	68	21.8%	64	11.5%	65	77.9%	53	0.24%	24	18.0%	85	23.9%	76	57.5%	79	0	1
Washington	32.75	17	21.7%	66	27.2%	5	84.7%	13	0.34%	39	15.4%	38	18.7%	36	47.3%	50	6	15
Wayne	42.88	37	23.8%	44	10.4%	74	75.9%	66	0.26%	27	18.1%	86	16.4%	21	32.0%	10	6	15
Weakley	42.00	32	26.5%	26	18.1%	19	84.2%	14	0.38%	50	15.6%	42	25.0%	80	55.4%	74	18	31
White	47.38	48	27.1%	20	10.7%	70	76.5%	61	0.00%	1	16.0%	48	19.9%	49	52.9%	68	45	62
Williamson	13.63	1	22.5%	60	48.2%	1	95.3%	1	0.21%	20	7.4%	1	6.1%	1	23.1%	3	11	22
Wilson	17.75	3	21.0%	68	23.9%	9	88.9%	3	0.14%	11	12.1%	3	9.1%	2	26.4%	4	30	42
Tennessee			25.9%		22.3%		83.4%		0.61%		15.7%		18.2%		43.6%		37	
2005 Report			21.1%		18.3%		76.3%		7.7%		8.7%		14.6%		9.7%		28.7**	

ECONOMIC AUTONOMY

About the Council and this Report

The **Status of Women in Tennessee Counties** report offers an economic profile of women in each county of Tennessee and examines how women's rights and equality vary among the counties. The report presents data and overall rankings in two categories of women's economic status: employment and earnings and economic autonomy. Indicators of women's status in each category make up the composite rankings of the counties.

The employment and earnings section presents data on women's annual earnings, the earnings gender gap, female labor force participation rate, the female unemployment rate, and the percent of management occupations held by women.

The economic autonomy section includes information on the percentage of businesses owned by women, educational attainment levels, percentage of women with any kind of health insurance, percentage of women living in poverty and percentage of single female-headed households living in poverty, the female high school dropout rate and the teen pregnancy rate.

The **Tennessee Economic Council on Women** was created in 1998 by the Tennessee General Assembly to assess Tennessee women's economic status. The Council develops and advocates solutions to address women's needs in order to help women achieve economic autonomy. In setting its priorities, the Council selects issues that are timely and likely to result in positive changes for women.

Research & Authorship by:

William Arth, Senior Research Manager &
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Visit the Economic Council on Women at www.tennesseewomen.org

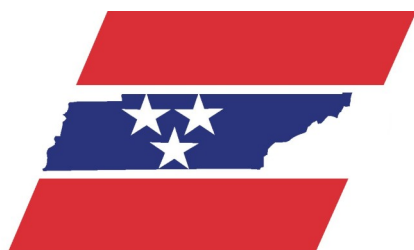
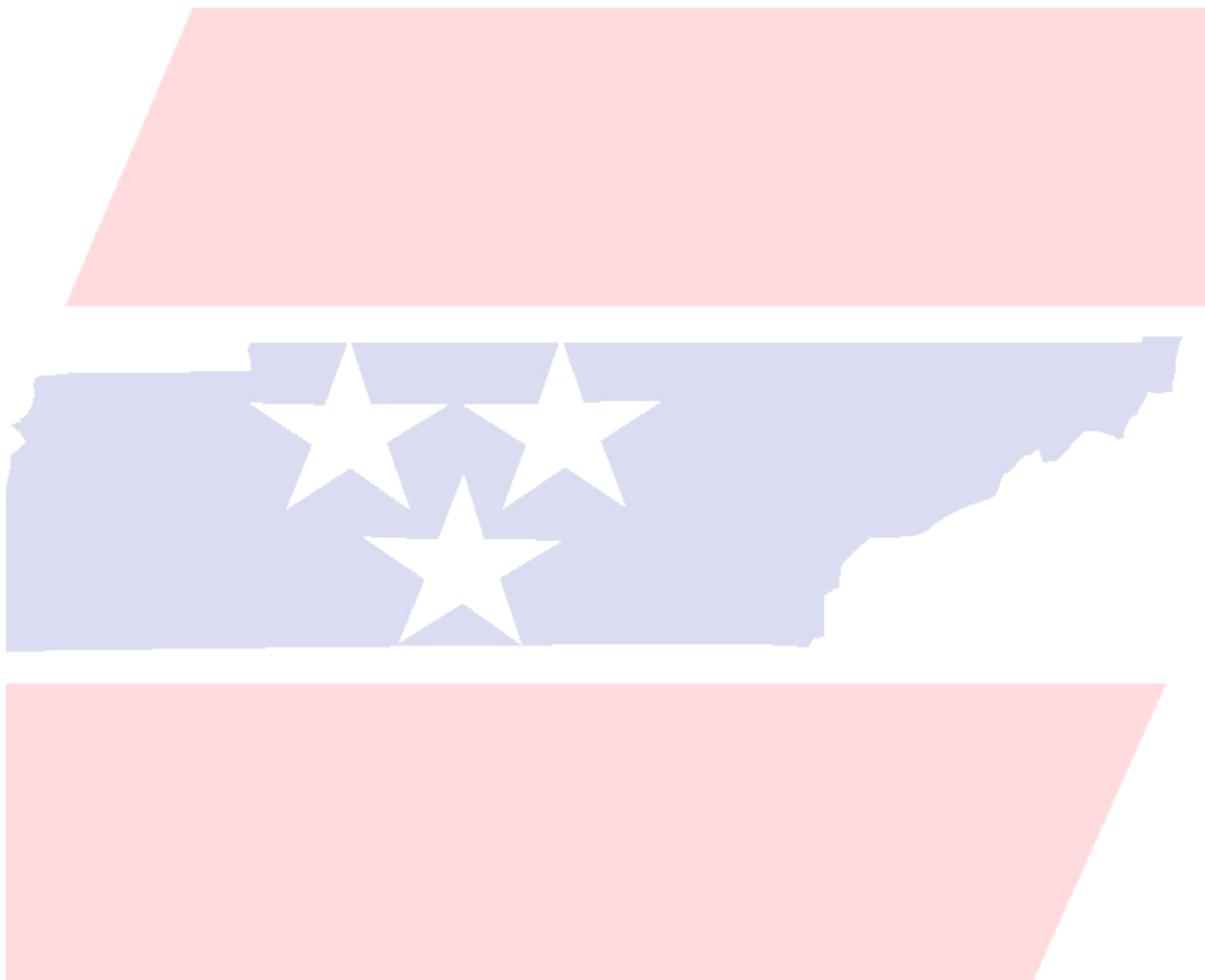
SOURCES	
Employment and Earnings	
Median Annual Earnings for Full Time Employed Females	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Selected Economic Characteristics' *
Wage Gap (Female Earnings as Percent of Male Earnings)	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Selected Economic Characteristics'
Female Labor Force Participation Rate	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Employment Status'
Female Unemployment Rate	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Employment Status'
Percent of Management Occupations Held by Women	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Occupation by Sex and Median Earnings in the Past 12 Months for Full-Time, Year-Round Civilian Employed Population, 16 year and older'
Economic Autonomy	
Women-Owned Businesses Percent of Total	U.S. Census Bureau, 2007 Survey of Business Owners 'Statistics for All U.S. Firms by Industry, Gender, Ethnicity, and Race...' † ‡
Percent of Females with 4-Yr Degree or More	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Educational Attainment'
Percent of Females with High School Diploma	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Educational Attainment'
Female High School Dropout Rate	Tennessee Department of Education, 2011-2012 School Year
Percent of Women Uninsured (65 or under)	U.S. Census Bureau, Small Area Health Insurance Estimates
Percent of Women Below Poverty Level	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Poverty Status in the Past 12 Months'
Percent of Female-headed Households with Children in Poverty	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Poverty Status in the Past 12 Months of Families' *
Rate of Pregnancy for Girls 15-19 (per 1000)	U.S. Census Bureau, 2006-2010 American Community Survey 5-Year Estimates 'Fertility' *

* The American Community Survey (ACS) is an annual demographic survey of the U.S. It provides the detailed demographic, economic and housing data that was once supplied by the Decennial Census Long Form. The ACS has a smaller sample so combines several years' data to produce multi-year estimates. Due to the small sample size there is a large margin of error in many smaller counties for this indicator.

** The 2005 County by County figures were based on a sample of girls age 10-19, whereas the 2012 report reflects the population of girls age 15-19.

† ACS sampling sizes are insufficient to publish certain figures for this category. An estimate was developed from the performance of surrounding counties for the purposes of creating a composite score.

‡ Estimates are insufficient or not available to be included in composite calculations. Any figure shown is for the reader's benefit only.



A Report From The Tennessee
Economic Council on Women
Chairwoman Yvonne Wood
Executive Director Phyllis Qualls-Brooks

October 2012

Visit the Economic Council on Women at www.tennesseewomen.org

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